

Attachment:

A. ENTRY LEVEL SALARY

BACHELOR

0 years	\$30,876
1-5 years	\$31,446
6-10 years	\$34,066
11+ years	\$37,461

Advanced Degree

0-5 years	\$34,291
6-10 years	\$37,906
11+ years	\$41,766

Baseline salary is established at the time of initial employment

Entry Level Salary employees DO NOT transfer from bands based of degrees and years experience

Baseline salary for current employees was established in the 2011-12 SY.

B. ANNUAL BASE PAY

determined annually by each teacher's **Summative Teacher Evaluation Score** in decimal form

< 3.49	0%
3.5 - 3.99	1.45%
4.0 - 4.49	1.70%
4.5 - 4.74	1.95%
4.75 >	2.20%

**Teachers employed as of SY 2011-12 with more than 19 years experience are not eligible for annual base pay increase but shall be eligible for all bonuses and awards based on program funding.*

***NO annual base pay increases are extended to employees beyond 30 years experience*

C. SCHOOL-WIDE BONUS:

Only teachers who do not have individual TVAAS are eligible for the school-wide bonus not to exceed **\$1,500**

Teacher bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the **School-wide Benchmarks Rubric**.

Teachers \$1,500

Benchmarks	%	Award
6	100%	\$1,500
5	90%	\$1,350
4	80%	\$1,200
3	70%	\$1,050
2	60%	\$900
1	50%	\$750

(see **School-wide Benchmarks Rubric** for school-wide performance measures)

D. INDIVIDUAL TEACHER PERFORMANCE:

Elementary School

Kindergarten	<i>1st grade SAT-10 Reading</i>	\$750
	<i>(Above Predictions)</i>	
1st grade Reading	Level 5	\$2,500
	Level 4	\$1,875
2nd grade Reading	Level 5	\$2,500
	Level 4	\$1,875
3rd grade Reading	Level 5	\$2,500
	Level 4	\$1,875
4th grade Reading	Level 5	\$2,000
4th grade Reading	Level 4	\$1,500
4th grade Math	4+	\$500
5th grade Reading	Level 5	\$2,000
5th grade Reading	Level 4	\$1,500

5th grade Math	Level 4+	\$500
<u>Middle School</u> (Math, ELA, Sci, S.Studies)		
	Level 5	\$2,500
	Level 4	\$1,875
<u>High School</u>		
Algebra I	Level 5	\$2,500
	Level 4	\$1,875
Algebra II	Level 5	\$2,500
	Level 4	\$1,875
Chemistry	Level 5	\$2,500
	Level 4	\$1,875
Biology I	Level 5	\$2,500
	Level 4	\$1,875
English I	Level 5	\$2,500
	Level 4	\$1,875
English II	Level 5	\$2,500
	Level 4	\$1,875
English III	Level 5	\$2,500
	Level 4	\$1,875
US History	Level 5	\$2,500
	Level 4	\$1,875

E HARD TO STAFF POSITIONS: (TVAAS Level 3+ if individual value-added is available)

Special Education (Moderate Needs)	\$1,000
Special Education (Cognitive Needs)	\$2,000
High School Math	\$2,000
High School Chemistry/Physics	\$1,500

High School Foreign Language \$1,500

High School Language Arts \$1,000

*Teacher shall receive ONLY 50% of award until proper license and endorsement is obtained.

F TEACHER LEADERS:

Learning Leader (facilitate state PARCC trainings) *pd Nov. 2014 \$3,000

G EFFECTIVE PRINCIPALS: (Assistant Principals)

Each Principal may receive a school-wide bonus not to exceed **\$5,000**

Principal / Assistants bonuses shall be determined by the % of benchmarks achieved by the school during the academic year from the **School-wide Benchmarks Rubric**.

Level 5 - Principal shall receive **100%** of the determination from the summative TEAM evaluation score

Level 4 - Principal shall receive **80%** of the determination from the summative TEAM evaluation score

Level 3- Principal shall receive **60%** of the determination from the summative TEAM evaluation score

Level 2- Principal shall receive **40%** of the determination from the summative TEAM evaluation score

Level 1- Principal shall receive **20%** of the determination from the summative TEAM evaluation score

Principals \$5,000

Benchmarks	%	Award	Level 1	Level 2	Level 3	Level 4	Level 5
			20%	40%	60%	80%	100%
11	100%	\$5,000	1,000	2,000	3,000	4,000	\$5,000
10	91%	\$4,545	909	1,818	2,727	3,636	\$4,545
9	82%	\$4,090	818	1,636	2,454	3,272	\$4,090
8	73%	\$3,636	727	1,454	2,182	2,909	\$3,636
7	64%	\$3,181	636	1,272	1,909	2,545	\$3,181
6	55%	\$2,727	545	1,091	1,636	2,182	\$2,727
5	45%	\$2,272	454	909	1,363	1,818	\$2,272
4	36%	\$1,818	364	727	1,091	1,454	\$1,818
3	27%	\$1,363	273	545	818	1,090	\$1,363
2	18%	\$909	182	364	545	727	\$909
1	9%	\$454	91	182	272	363	\$454

(see **School-wide Benchmarks Rubric** for school-wide performance measures)

Trousdale County Alternative Compensation Eligibility Rules for 2014-15

To be eligible to participate in the Alternative Compensation program all teachers and principals must meet all of the following general eligibility requirements. Requirements may change annually. All educator inquiries/issues with requirements shall be reviewed by the Steering (Design) Committee which consists of teachers, principals, board members, community members, and the Director of Schools and approved annual by the Board of Education.

1. All new employees entering the will be part of the district Alternative Compensation Plan.
2. No employees hired prior to July 25, 2011, shall have the ability to join the alternative compensation plan after the July 30 – Aug. 3, 2012 enrollment window. Current employees with the district who joined with 20 or more years of teaching experience are not eligible for increases to annual baseline pay in any year but shall be eligible for all bonus and incentive awards.
3. Employees as of SY 2011-12 who joined with 19 or less years of teaching experience shall be eligible for increases to annual baseline pay for up to 30 years of teaching experience at which time annual baseline increases shall no longer continue. Employees who joined with 20 or more 20 years teaching experience as of SY 2011-12 shall be eligible for all bonus and incentive awards based on program funding.
4. Employees must be employed in a campus-assigned position within the first 20 days of school.
5. Central office staff, substitute teachers, or student teachers are *not* eligible. Hourly employees are not eligible to participate in the alternative compensation program.
6. Eligible employees must hold a valid teaching license from the State of Tennessee to be eligible to receive bonus awards.
7. Employees must be supervised and evaluated by the principal or his/her designee of the campus where they are serving students. (This does not apply to Principals)
8. For applicable employees, employees must review instructional-linkage and assignment-verification information for accuracy (Teachers are responsible for claiming their students' individual scores).
9. Employees must be in attendance 94.44% or 170 days of the 180 instructional days identified in the "instructional school calendar" to receive their school-wide bonus, individual teacher performance, teacher leader incentive, or principal bonuses. This means that employees cannot be absent for more than 10 days. Employees who miss more than 10 days will, however, be eligible for their annual baseline pay increase per annual teacher evaluation. The following types of leave will be held harmless (not count as days absent) and match the Board's current policies and term definitions: *military leave, FMLA - family medical leave (must be authorized through the Central Office), assault leave, jury duty, and off-campus duty (such as professional development opportunities or activities approved by the District).*

10. Bonuses and incentive awards are not ensured to occur every year. They are contingent upon program funding. Only increases to annual baseline pay increase are guaranteed.
11. Beginning in SY 2014-15, all alternative compensation plan participants hired prior to July 25, 2011 shall have the option to join the annual sustainability bonus and incentive awards by surrendering local supplements that include the (Step Plan, \$500, and the fixed 07-08 1.5% bonus) to be eligible for performance bonuses that include (Hard to Staff, Individual, or School-wide bonuses). Each participant shall sign an affidavit agreeing to such terms (between May 15 and July 29 as determined by the Steering Committee).
12. Employees must be continuously employed in a tested position until the last day of school to receive the Individual Teacher Performance bonus.
13. Employees must be in "good standing" to receive any bonus. "Good standing" means that all paperwork/certifications are up to date.
14. Bonuses for employees who transfer from one bonus-eligible position to another bonus-eligible position during the school year shall be determined on the basis of the bonus-eligible position held for the majority of the school year.
15. Employees who are involuntarily transferred to another school within the district may permanently "opt out" of the Alternative Compensation Plan. The employee shall return back to the present BEP salary schedule for the corresponding years of experience and degree(s) held by the employee. The employee shall not be entitled to any payments within the scope of the Alternative Compensation Plan in the school year for which they "opt out." The employee can never return to the Alternative Compensation Plan once such option is exercised.
16. Employees will not be eligible for bonuses that transfer from a bonus eligible position to a non-bonus eligible position.
17. Awards for employees who work at multiple schools will be determined by the school for which they are evaluated.
18. Employees who voluntarily elect (except for retirement) not to return to the district in the following year for which bonuses are rewarded shall not be eligible any bonus award payments except Hard to Staff.